



Washington  
Department of  
**FISH and  
WILDLIFE**

**EMPLOYMENT OPPORTUNITY**  
**Part-time Fish and Wildlife Biologist 4**  
**\$1910.00 – \$2505.00 Range: 55**

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**Recruitment 1285-09 Opens: December 16, 2009 Closes: January 10, 2010**

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## **Job Summary**

This is a permanent half-time **(50%) position** in the Habitat Program's Major Projects Division. The duty station is the Natural Resources Building in Olympia, Washington. This position represents the WDFW in the implementation of hydropower license terms and conditions at existing hydropower facilities in southwest Washington and acts as agency lead in negotiating protection, mitigation and enhancement measures for fish and wildlife associated with hydropower facilities and other large energy facilities. The incumbent coordinates with utilities, federal, state and tribal agencies, and non-governmental organizations to develop effective plans to apply mitigation objectives. Principal activities include:

- Working with powerplant owners and proponents to develop mitigation plans and evaluate success
- Working with landowners and other entities to identify land purchases that would benefit fish and wildlife
- Representing WDFW in negotiating original and new hydropower licenses
- Working with state, federal, tribal, and other organizations to develop consensus on the value of the resources and most appropriate means of mitigating for lost resources
- Participating in Settlement Agreement negotiations with developers and others to recommend license terms and conditions to FERC
- Maintaining dialog with regional agency staff and other state and tribal agencies to identify regional trends in habitat conditions and fish and wildlife populations; proactively identifying mitigation needs that might be assisted by funding or other resources available from utilities and power companies
- Organizing historical documents associated with hydropower development in SW Washington; preparing to confirm or refute legal positions and claims of historic resolution taken by power companies based on MOUs, agreements and mitigation activities

This is a great opportunity to play a key role in implementing successful and well-funded mitigation projects. With each project, this person develops long-term working relationships with other stakeholder representatives for the betterment of fish and wildlife resources.

## **Working Conditions**

This overtime exempt position typically works 20 hours per week, with some long work days associated with travel to stakeholder meetings and site visits in the field. Approximately 10% of work involves fieldwork, which can include travel over logging roads and hiking on steep and rough terrain.

**This position is covered by a collective bargaining agreement between the State of Washington, Department of Fish & Wildlife, and the Washington Association of Fish and Wildlife Professionals (WAFWP), which contains a "union security" provision. This means that, as a condition of employment you must either join the union and pay union dues, or pay the union a representational or other fee within 30 days of the date you are put into pay status.**

**Competencies** -- Well qualified applicants will demonstrate competencies in the following areas:

- Basic knowledge of the life histories of key fish and wildlife species in the state of Washington; familiarity with the human activities that impact those resources, and the actions that can be taken to mitigate those impacts
- Working knowledge of Federal Energy Regulatory Commission (FERC) hydropower licensing procedures
- Ability to download, analyze and interpret large datasets, especially hydrology data
- Working knowledge of In-stream Flow Incremental Methodology (IFIM) or the Habitat Evaluation Procedures (HEP) as measures of habitat value
- Ability to communicate agency objectives and negotiate effective compromises with multiple stakeholders
- Ability to write in concise technical English to communicate objections and concerns over mitigation and monitoring plans drafted by utilities or power companies

**Qualifications** -- A Bachelor's degree in fish or wildlife management, hydrology, or other natural resource field and five years of professional experience related to natural resource management are required. A Master's degree in an appropriate specialty may substitute for two years or a Ph.D. for three years of the required experience. A degree with concentration in fish or wildlife management is preferred. Training or experience in the In-stream Flow Incremental Methodology (IFIM) and/or the Habitat Evaluation Procedures (HEP) is also preferred.

### **How to Apply**

Submit a completed and signed state application and attach a detailed resume that shows how you meet the qualifications and competencies listed above. For each relevant position you have held, specify your employer, title, length of service, and the duties performed. For completed education, specify degrees or other formal training completed, including the schools attended. As appropriate, list and briefly describe specific courses you completed. Briefly explain how the course related to one or more of the desired competencies (what you learned and skills developed through the course).

Send your application materials to:

Margaret Gordon, Recruitment Specialist  
Human Resource Office, Department of Fish and Wildlife,  
600 Capitol Way North, Olympia, WA 98501-1091  
Fax (360) 902-2392

Or deliver in person to our Human Resources Office in the Natural Resource Building,  
5<sup>th</sup> Floor, 1111 Washington St. SE, Olympia, WA.

Or by e-mail to: [WDFWjobs@dfw.wa.gov](mailto:WDFWjobs@dfw.wa.gov)

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**The Department of Fish and Wildlife is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons with disabilities, persons over 40 years of age, disabled and Vietnam era veterans and people of all sexual orientations and gender identities, are encouraged to apply. Persons needing accommodation in the application process or this announcement in an alternative format may call (360) 902-2276 or the Telecommunications Device for the Deaf (360) 902-2207.**